

## **DRAFT LITA Board Meeting Minutes**

April 22, 2019

12:00-2:00pm Central Time

<https://ala-events.zoom.us/j/891521910>

All Board documents, including the agenda, can be found in the LITA Public Documents on LITA Connect at <https://connect.ala.org/lita/find/lita-public-documents>.

The full recording with text chat and audio transcript is available at <https://ala-events.zoom.us/recording/share/UUPbYxGpDVy4nbRFbc2IGHOfYB417MedkmYkOTesJh6wlumekTziMw>

1. **Call to Order** – Bohyun Kim, LITA President
  - The LITA Board has made the decision to record this meeting. By participating in this meeting, you agree to give LITA permission for us to record your words. The recording will be archived until the end of the 2020 Annual Conference.
  - Called to order at 12:06pm Central Time
  
2. **Announcements and Introduction of Guests** – Kim

### **Attended**

- Bohyun Kim (LITA President, July 1, 2018, to June 30, 2019)
- Ms. Emily Morton-Owens, (LITA President-Elect, July 1, 2018, to June 30, 2019)
- Ms. Andromeda Yelton (LITA Past President, July 1, 2018, to June 30, 2019)
- Lindsay Anne Cronk (Director-at-Large, July 1, 2017, to June 30, 2020)
- Tabatha Farney (Director-at-Large, July 1, 2018, to June 30, 2021)
- Amanda L. Goodman (Director-at-Large, July 1, 2017, to June 30, 2020)
- Margaret Heller (Director-at-Large, July 1, 2017, to June 30, 2020)
- Christopher Lawton (Director-at-Large, July 1, 2016, to June 30, 2019) (arrived by 12:30pm)
- Berika Williams (Director-at-Large, July 1, 2018, to June 30, 2021)
- Evviva R. Weinraub (Director-at-Large, July 1, 2016, to June 30, 2019) (departed at 2:00pm)
- Jodie Gambill (Parliamentarian, July 1, 2018, to June 30, 2019)
- Brian Rennick (Financial Advisory Committee, July 1, 2018, to June 30, 2019) (departed at 2:00pm)
- Mr. Aaron W. Dobbs (LITA Division Councilor, July 1, 2016, to June 30, 2019) (departed at approximately 1:00pm)
- Jenny Levine (LITA Executive Director, August 3, 2015, to June 30, 2020)

- Mark A. Beatty (Staff Liaison, July 1, 2014, to June 30, 2020)

### Guests

- Debra Shapiro
- Rhonni Asarch
- Helen Gbala
- Jennifer Brown

### Expected Guests

- Jim Neal, Division Representative, ALA Executive Director Search Committee
- Steven Yates, Division Representative, ALA Executive Director Search Committee, Assistant Director at the University of Alabama SLIS

Kim will keep action items

### 3. **Adoption of Agenda** – Kim

**Amend Agenda Motion:** Yelton moved and Weinraub seconded, to Add ALA Code of Conduct Discussion to the agenda

**Motion to amend passed:** unanimous

**Motion to Adopt:** Kim moved and Cronk seconded

**Adopted:** By consensus

### 4. **Adoption of Consent Agenda** – Kim

Each item in the Consent Agenda can be approved in one action. Any Board member may request that any item be handled separately.

- APR DOC 19-2 ... Approve Draft 2019 Midwinter Meeting Minutes (PDF)
- APR DOC 19-3 ... [Vote to Support MSU IMLS Grant Application "Building a Library Knowledge Graph for Machine User Experience \(UX\) and Discovery"](#) (Private Vote in ALA Connect)
- APR DOC 19-4 ... [Vote to Release LITA's Statement in Response to Incidents at ALA Midwinter 2019](#) (Private Vote in ALA Connect)
- APR DOC 19-5 ... [Vote to Allocate Funds to Create a Free Bystander/Allyship Webinar for LITA Members](#) (Private Vote in ALA Connect)

**Motion:** Kim moved and Cronk seconded

**Adopted:** By consensus

5. **DISCUSSION: ALA Executive Director Search** – Jim Neal, Steven Yates, ALA Executive Director Search Committee

The first new Search Committee meeting will be on April 23, 2019, in Chicago, and a search firm has been contracted. The timeline goal is to bring the final candidates to the October 2019 ALA Executive Board meeting in Chicago. Then select a candidate and be ready to introduce the new person at the 2020 ALA Midwinter Meeting.

Neal: Asked for ideas and concerns from the LITA Board

Dobbs:

1. Candidates should have ideas about how to bring an association that is heavy on physical process into a virtual environment;
2. Primarily be a visionary leader, not a manager;
3. Should be an organizational change agent. We are not looking for status quo, we are looking for movement, possibly drastic movement.

Morton-Owens and Kim: Why should potential members join the association beyond professional obligation? Create that vision of value.

Yelton: Need a change agent; person needs to push the adoption of technology. Needs to be okay with some members being mad at them sometimes in order to make that change happen.

Weinraub: Should be comfortable with engaging with government entities; seconded they need to be okay with not always being liked. Be able to have an impact internationally and generally play well with others.

Weinraub and Yelton: Further points out that the MLS preferred but not required statement is buried in the current announcement. That needs to be up front so that we get the attention of association professionals as potential applicants. Want them to have internalized, fully adopted, best practices for Diversity and Inclusion (EDI), not just know the words.

Kim: Can they pick up the speed for change and communicate that to the membership?

Neal: Asked that the Board continue sending the Search Committee our thoughts and ideas.

Kim: Thanked Yates and Neal

6. **Opening Statements and Allyship Training Resources**– Jennifer Brown,  
Chair, Diversity and Inclusion Committee

- APR DOC 19-6 ... LITA Programs Opening Statements and Allyship Training Resources (PDF)

How to be proactive and thoughtful in addressing issues. A good approach is to state upfront LITA's position and approach at any and all LITA programs, so the Committee has drafted a statement, including a land acknowledgement format and language that welcomes diversity. The Committee would like feedback on the idea, methodology suggestions, and language.

- Use <https://native-land.ca/> for determining Native lands for land acknowledgment statements

Discussion about adding a statement about code of conduct behavior expectations at the beginning of programs.

Board requested the Committee come back with final wording.

The Board thanked the Committee for their work on this initiative.

7. **Shepherds ALA Code of Conduct Response Procedures – Discussion** –  
Yelton proposed and led discussion from amended agenda

[Yelton's notes and summary of the ALA Code of Conduct discussion](#)

How can LITA proceed forward if we disagree with the process ALA has come up with?

For example, how do we proceed with incidents that might happen at a LITA Forum where responsibility is really on LITA and not ALA. That puts LITA officers, staff, and members in a difficult position. As announced by ALA, divisions are supposed to be part of the process, but there's no guidance as to how and the guidance that exists does not adequately address the types of harassment issues that are more likely to happen.

Does LITA "roll our own" code? Even if we do, LITA still can't affect ALA-driven events.

The issue(s) needs to be addressed by ALA Council at the least. The LITA Board and Levine should prompt them to consider the entire set of issues.

Asked Dobbs to send a response from LITA to Council to raise their awareness and push the issue. Then the LITA Board can follow his guidance on how best to continue interacting with Council on this issue.

Yelton: Suggests drafting a public statement that asks Council to further consider the issue based on these points

**Action item:** Yelton will ask Dobbs give a LITA Board statement to Council to raise their awareness and push the issue. Then the Board will follow his guidance on how best to continue interacting with Council, within about a week.

8. **Shepherds for LITA Programs at ALA Annual** – Natalie DeJonghe, Chair, Program Planning Committee (PPC)

- APR DOC 19-7 ... Shepherds for LITA Programs at ALA Annual (PDF)

This is a micro-volunteering opportunity.

How do we get enough volunteer shepherds?

Should new members be matched with experienced ones? Or could we use Emerging Leaders?

Tap into the Membership Development Committee members?

Williams: We could do a more formal call for volunteers via an online form, and provide some kind of incentive, such as a badge, ribbon, or pin. Which committee would be responsible for this process? Currently that might be PPC, but maybe they aren't the best choice? Or have ambassador-like liaisons to create a mix groups such as PPC and MDC?

Levine noted that in the future, we'll be able to add these types of micro-volunteer opportunities in the Connect system.

**Action item:** Williams will draft text for a call for volunteers. Levine and Beatty will work on a process for this year with a spreadsheet of time slots to be claimed. Levine will work on a long-term plan to address this issue.

**Addendum:** PPC was able to acquire enough volunteers to fully cover shepherding without needing a call.

9. **Virtual Voting Guidelines** – Jodie Gambill, Chair, Bylaws and Organization Committee

- APR DOC 19-8 ... Virtual Voting Guidelines (PDF)
- APR DOC 19-9 ... Virtual Voting Guidelines for the Board (PDF)

**Motion:** From Bylaws and Lawton seconded

**Motion Passed:** unanimous

10. **New eLearning Coordinator Proposal** – Jenny Levine, Executive Director

- APR DOC 19-10 ... New eLearning Coordinator Proposal (PDF)

**Action item:** Levine to clarify the number of hours needed each week for scheduling and running of events.

**Motion:** Heller moved and Yelton seconded

**Motion passed:** unanimous

11. **Draft FY20 Budget** – Levine; Brian Rennick, Chair, Financial Advisory Committee

- APR DOC 19-11 ... Draft FY20 Budget (Excel)
- APR DOC 19-12 ... [FY20 Budget Rationale](#) (Google Doc)

How will Beatty's retirement and the overlap with his replacement affect the budget. Answer: the increase in the salary line for two simultaneous positions will take place in FY19 since Beatty's retirement coincides with the end of the fiscal year, so no effect on the FY20 budget

**Motion to accept proposed budget:** Morton-Owens moved and Weinraub seconded

**Motion passed:** unanimous

12. **LITA at Midwinter** – Aaron Dobbs, LITA Councilor

- APR DOC 19-13 ... LITA at Midwinter (PDF)
- APR DOC 19-14 ... [LITA Meetings at ALA Midwinter, 2016-19](#) (Google Sheet)
- APR DOC 19-15 ... [LITA Attendance at Annual and Midwinter, 2008-2019](#) (Google Sheet)

It seems likely that LITA is going to stop participating in ALA Midwinter; should we do one more or not?

Need to start planning for how to handle the range of meetings.

Need to consider when and how to end participation in Midwinter in light of the possible merger, too.

- Use this coming Midwinter 2020, for merger meetings activities and outreach to all the various members?

**Action item:** Levine will include this issue on the next Board meeting agenda and ask the Board what additional information they need to make a decision.

13. **DISCUSSION: 2017-18 LITA Forum Analysis** – Topher Lawton, Board Liaison, Assessment and Research Committee

- APR DOC 19-16 ... 2017-18 LITA Forum Analysis (PDF)

Noted that a big factor in attendance and satisfaction tends to be the location of the Forum.

**Action Item:** Board members will send any follow-up questions to Lawton so he can relay them to the Assessment and Research Committee.

#### 14. **Review Action Items** – Kim

- Yelton will ask Dobbs give a LITA Board statement to Council to raise their awareness and push the issue. Then the Board will follow his guidance on how best to continue interacting with Council, within about a week.
- Williams will draft text for a call for volunteer shepherds. Levine will work on a long-term plan to address this issue.
- Levine to clarify the number of hours needed each week for scheduling and running of events.
- Levine will include this issue on the next Board meeting agenda and ask the Board what additional information they need to make a decision.
- Board members will send any follow-up questions to Lawton so he can relay them to the Assessment and Research Committee.

#### 15. **Determine Agenda Items for Next Meeting** – Kim

- LITA @ Midwinter meeting decisions – continue or end participation? If we continue, which elements will stay and what information do we need to decide on that?
- Levine will present a long-term plan for handling program shepherds at future Annual Conferences.

#### 16. **Conduct Plus/Delta** – Kim

Delta: went over time; need to adjust time dedicated to each topic when we amend the agenda add a new item.

Plus: Had a good code of conduct discussion; showed flexibility to add another item; nice to have members regularly attending Board meetings.

#### 17. **Adjournment**

**Motion:** Kim moved and Lawton seconded

**Adopted:** by consensus

Adjourned at 2:30pm

Chat text:

11:49:41 From Amanda L. Goodman : It won't let me unmute  
11:50:01 From Amanda L. Goodman : says host has muted me  
11:52:09 From rasarch : Rhonni Asarch from Boca Raton - no microphone  
11:52:14 From rasarch : hi  
11:52:22 From rasarch : glad to be here  
11:52:48 From rasarch : adorable  
11:56:53 From Jodie Gambill : I'm going to keep my video off until I'm done eating lunch :)  
11:57:05 From Jodie Gambill : Also, it says I can't unmute myself because the host muted me...  
11:59:18 From Amanda L. Goodman : Got muted again by host. :-)  
11:59:35 From Amanda L. Goodman : Hi, Bohyun.  
11:59:54 From Bohyun Kim : hi amanda!  
12:00:01 From Bohyun Kim : how is the baby? : )  
12:00:29 From Emily Morton-Owens : Digging Margaret's hair over here...  
12:00:44 From Evviva Weinraub : +1 to Margaret's hair!  
12:00:50 From Evviva Weinraub : Also, apologies, I'm eating my lunch.  
12:00:51 From Amanda L. Goodman : @Bohyun: Doing well. She's currently with her grandpa, but will be brought back when she becomes fussy.  
12:01:04 From Margaret Heller : Thank you  
12:01:14 From Margaret Heller : It's styled by lack of sleep and stress!  
12:01:42 From ayelton : whoa. you have found it: the legendary beauty plan that anyone can follow.  
12:01:50 From ayelton : I look forward to your becoming a billionaire.  
12:01:57 From Margaret Heller : me too  
12:02:41 From Jenny to mark @ lita (Privately) : can you make me a presenter?  
12:02:48 From Bohyun Kim : So when we can start, Mark is going to unmute me, I guess? XD  
12:03:01 From Jodie Gambill : I'm stuck in mute too  
12:03:18 From Jenny : I'm muted, too  
12:03:28 From Margaret Heller : I think we're all muted?  
12:03:32 From Jodie Gambill : When I re-mute myself, I get stuck in mute again  
12:03:51 From Amanda L. Goodman : Same ^  
12:03:54 From Tabby Farney : me too :(  
12:03:55 From Emily Morton-Owens : Me too. Is this in some kind of presentation setting?  
12:03:57 From Jenny : I can't unmute myself again  
12:03:59 From Margaret Heller : same here  
12:04:00 From Jodie Gambill : Yeah it's everyone  
12:04:20 From Jodie Gambill : yay! works  
12:04:21 From Emily Morton-Owens : Okay, that's better.  
12:04:23 From Jenny : working for me now!



12:04:26 From Jodie Gambill : Thx Mark  
12:04:33 From Emily Morton-Owens : This was going to be a long meeting if we all had to ask permission to talk!  
12:04:53 From Jodie Gambill : sure  
12:04:56 From Brian Rennick : I like Slack  
12:05:25 From ayelton : +1 on consolidating  
12:08:13 From debrashapiro : I'm Debra Shapiro, a guest. I'm currently the LITA education acquisitions ed.  
12:08:39 From Steven Yates : Hi everyone, I'm Steven Yates, Assistant Director at the University of Alabama SLIS. Jim Neal and I are the division representatives to the ALA Executive Director Search Committee.  
12:09:15 From Tabby Farney : hi! I'm Tabby, Director at Large until 2020  
12:09:30 From Tabby Farney : \*2021  
12:12:19 From Aaron : Sorry I'm a bit late :/  
12:12:20 From Jenny : the agenda is at <https://connect.ala.org/lita/viewdocument/april-2019-lita-board-meeting>  
12:14:12 From Jenny : I added the position description to the agenda linked above  
12:14:30 From Aaron : Position Announcement here: [https://rew22.ultipro.com/AME1043/JobBoard/JobDetails.aspx?\\_ID=\\*87AA38F0C88FEC88](https://rew22.ultipro.com/AME1043/JobBoard/JobDetails.aspx?_ID=*87AA38F0C88FEC88)  
12:16:13 From Aaron : The new ALA ED should: 1. have ideas about how to bring an association that is heavy on physical proces into a virtual environment  
12:16:27 From Bohyun Kim : @aaron no mic working?  
12:16:28 From Aaron : 2. a visionary leader - not a manager  
12:16:32 From Aaron : no mic :(  
12:16:46 From Bohyun Kim : okay type in and I will relay ~  
12:17:17 From Aaron : 1. have ideas about how to bring an association that is heavy on physical proces into a virtual environment  
12:17:23 From Aaron : 2. a visionary leader - not a manager  
no mic :(  
12:17:34 From Aaron : 3. an organizational change agent  
12:18:37 From Aaron : we are not looking for status quo, we are looking for movement (possibly drastic movement)  
12:19:49 From Aaron : ---  
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I see the MLS is required (again) - a large library management experience is not enough... there must be demonstrated engagement and movement into a new way of doing things  
12:20:08 From Evviva Weinraub : Apologies - we seem to be having internet issues on campus.  
12:21:35 From Aaron : we are not looking for status quo, we are looking for movement (possibly drastic movement)  
12:22:10 From Aaron : ++international impact!  
12:22:52 From Emily Morton-Owens : Ack now my internet is unstable too.

12:23:07 From Aaron : here:  
[https://rew22.ultipro.com/AME1043/JobBoard/JobDetails.aspx?\\_ID=\\*87AA38F0C88FEC C8](https://rew22.ultipro.com/AME1043/JobBoard/JobDetails.aspx?_ID=*87AA38F0C88FEC C8)

12:23:19 From Aaron :  
^job ad link

12:23:43 From Emily Morton-Owens : Want to raise the issue of our EDI work—really want someone with confidence and fluency around diversity and inclusion, not someone who is just figuring it out themselves. Someone who can creditably \*lead\* in this area.

12:23:52 From Aaron : <https://www.imsearch.com/search-detail/S6-883>

12:24:18 From Bohyun Kim : @emily I will relay - mic not working?

12:24:24 From Aaron : ++EDI

12:24:34 From Emily Morton-Owens : Yes please!

12:25:22 From Evviva Weinraub : I was going to say something about EDI

12:37:19 From ayelton : native-lands.ca?

12:37:19 From Amanda L. Goodman : <https://native-land.ca/> -- this one?

12:37:31 From ayelton : what she said, I was going from memory, not copy-pasting

12:45:15 From Jenny : agreed

12:45:19 From Aaron : I will be pie'd by MPOW students from 2-4pm Eastern today. It was originally proposed for last monday, but they moved it and I found out today on Facebook :/  
<https://www.facebook.com/photo.php?fbid=10101204360569198&set=a.535956946458&type=3>  
sorry to have to leave early :|

12:45:54 From Bohyun Kim : @aaron is there anything you want to say in addition to your docs on the agenda abt MW?

12:46:07 From Bohyun Kim : since it does not look like we are going to get that before you leave in 15 min?

12:46:08 From Jenny : next LITA fundraiser....

12:46:41 From Aaron : ha, sure :)

12:47:36 From Aaron : Jennifer Brown, is this ina good place ?

12:47:46 From Jennifer Brown : It is!

12:47:58 From Jennifer Brown : we'd only change a few lines (realizing the opening sentence is a little wonky)

12:48:03 From Jennifer Brown : But it's wordsmithing at this point

12:48:08 From Emily Morton-Owens : I think there is one autocorrect at the beginning (systemic/system).

12:48:18 From Aaron : Check the chat...

12:48:41 From Margaret Heller : Yes, I noticed that with system as well.

12:49:29 From Aaron : ciao ciao :(

12:49:38 From Amanda L. Goodman : Bye Aaron!

13:09:40 From Amanda L. Goodman : BRB

13:09:45 From Topher Lawton : I support the notion of framing the conversation.

13:13:04 From Amanda L. Goodman : Back

13:17:10 From Topher Lawton : Well, and I expect that ALA will release it with their own framing

13:20:55 From ayelton : this is my deeply confused face  
13:21:12 From Berika Williams : Agreed, Andromeda!  
13:21:17 From Jodie Gambill : yup  
13:21:42 From Topher Lawton : so, what I'm hearing is that ALA's legal counsel is mucking up their ability to resolve issues like this...  
13:21:45 From ayelton : yes  
13:23:39 From Topher Lawton : it gives a rubric to council for their evaluation  
13:23:58 From Emily Morton-Owens : Oof, my internet is cutting out again.  
13:24:57 From Helen Gbala : As a bystander I like ayelton words  
13:25:18 From ayelton : thanks :)  
13:29:18 From Amanda L. Goodman : Agreed  
13:32:33 From Jodie Gambill : Agreed w/Margaret  
13:34:16 From Amanda L. Goodman : That was what I was going to suggest too  
13:38:05 From Topher Lawton : Forgive me--how did they solicit volunteers last year?  
13:40:09 From Topher Lawton : give people swag! a nice pin or something for shepherds  
13:40:15 From mark @ lita : A shepherd ribbon!  
13:41:28 From Emily Morton-Owens : That's some good branding!  
13:41:41 From Margaret Heller : be right back, just checking on my eerily silent child  
13:51:29 From Topher Lawton : open "participants", then "raise hand" in the lower-right corner  
13:59:18 From Evviva Weinraub : I have to go.  
13:59:22 From Evviva Weinraub : I'm really sorry, everyone.  
13:59:49 From Brian Rennick : I have another meeting.  
14:00:31 From Jenny : thanks for staying this long, Brian  
14:00:59 From Emily Morton-Owens : brb  
14:05:58 From debrashapiro : thanks all, bye -  
14:12:48 From Bohyun Kim : thx for coming!  
14:15:35 From Berika Williams : Sorry, I have to sign off. Heading off to an appointment.  
14:15:43 From Jenny : thanks, Berika  
14:17:02 From Tabby Farney : I need to head out too.  
14:17:09 From Tabby Farney : thanks everyone!  
14:18:49 From Jodie Gambill : We are down to 6 voting members at the meeting now, which is the minimum required for a quorum...just to be aware  
14:18:57 From Bohyun Kim : thx jodie!  
14:18:58 From Jenny : thanks, Jodie  
14:19:06 From Bohyun Kim : will speed up as much as we can!  
14:24:45 From Margaret Heller : I'm at least glad that my session this year was well attended :-)  
14:29:15 From Jodie Gambill : I liked the baby and kid cameos from some board members :) \*waves at the kids\*  
14:29:21 From Emily Morton-Owens : +1  
14:29:22 From Jenny : +1!